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✓ **Latest release**

Jobs in Australia methodology

Reference period 2022-23

Released 14/11/2025

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Introduction

Jobs in Australia provides annual information about the number and nature of filled jobs in Australia, the people who hold them, and their employers.

A job is a relationship between an employed person and their employing enterprise. This can be a relationship between an employee and an employer or between an owner-manager of an unincorporated enterprise and their own enterprise. Owner-managers of incorporated enterprises have not been identified in the underlying data and are included within the employee population. A person can have several jobs throughout the year with one or many employers, some of which may be held concurrently with others.

How data are collected

The Jobs in Australia statistics are compiled from the [Linked Employer-Employee Dataset \(LEED\) \(/about/data-services/data-integration/integrated-data/linked-employer-employee-database-leed\)](#), which is built using Australian Taxation Office (ATO) administrative data linked to ABS [Business Longitudinal Analysis Data Environment \(BLADE\) \(/about/data-services/data-integration/integrated-data/business-longitudinal-analysis-data-environment-blade\)](#). The LEED combines employer information and employee information into an enduring cross-sectional linked dataset. A [Longitudinal LEED \(L-LEED\) \(/about/data-services/data-integration/data-integration-project-register/data-assets#linked-employer-employee-dataset-leed\)](#) product is now available as a unit record level microdata product in DataLab. The L-LEED is updated annually in late November each year and covers consecutive financial years starting from 2015-16.

Scope and coverage

The LEED is a rich dataset that includes approximately 18 to 23 million job records and 14 to 17 million person records each financial year since 2011-12. It contains over 237 million job records and nearly 187 million person

records over the period 2011-12 to 2022-23.

The LEED covers all persons who either:

- submitted an individual tax return (ITR); or
- had an Income Statement (previously Pay As You Go (PAYG) payment summary) issued by an employer and then remitted to the ATO.

Employees who did not submit a tax return and have not provided their Tax File Number to their employer will not appear in the LEED. Owner-managers of unincorporated enterprises (OMUEs) who did not submit an ITR are also excluded.

Data sources

The LEED incorporates:

- person level ITR data, job level Income Statement data and Client Register (CR) data supplied by the ATO to the ABS under the Taxation Administration Act 1953 - which requires that such data is only used for the purpose of administering the Census and Statistics Act 1905; and
- employer level data that include the ABS's BLADE data and the [ABS Business Register \(https://www.abs.gov.au/ausstats/abs@.nsf/dossbytitle/AC79D33ED6045E88CA25706E0074E77A?OpenDocument\)](https://www.abs.gov.au/ausstats/abs@.nsf/dossbytitle/AC79D33ED6045E88CA25706E0074E77A?OpenDocument) data supplied by the Registrar of Australian Business Register (ABR) to the ABS under A New Tax System (Australian Business Number) Act 1999 - which requires that such data is only used for the purpose of carrying out functions of the ABS.

The data limitations or weaknesses outlined below are in the context of using the data for statistical purposes, and not related to the ability of the data to support the ATO's core operational requirements.

The ABS acknowledges the continuing support of the ATO in compiling these statistics.

Data on Migrants

The Migrant data used in LEED are sourced from the Person Level Integrated Dataset (PLIDA).

The Migrant data are a suite of administrative datasets (client information, visa grants, and visa applications) from the Department of Home Affairs. These data pertain to permanent migrants and temporary entrants to Australia. This data represents the most complete picture of migration and migrants available, providing information on a person's visa information, citizenship status, and their movements into and out of Australia.

The scope of the Migrant data in this release includes:

- Permanent migrants with an arrival date between 1 January 2000 and 30 June 2023;
- Permanent migrants with an unknown arrival date and a visa granted between 1 January 2000 and 30 June 2023; and
- Temporary visa holders with a visa granted between 1 January 2000 and 30 June 2023.

Estimates produced for the 2021-22 and 2022-23 financial years use the 2023 suite of Migrant data. Note that the data contains an 'Australian citizen' group. This group is made up of former visa holders whose most recent visa could not be ascertained, but it was identified that they were Australian citizens.

How data are processed

Integration method

LEED links jobs to employers and employed persons are linked to employers via the jobs they hold.

Before the linkage takes place, an input job level file is created largely based on the Income Statement file. This file is

also enhanced with job records derived using ITR information, to cover jobs without Income Statement information, such as OMUE jobs. Data quality of this file is also enhanced using occupation information from ITR, and the best available age, sex, and geographic information between the Income Statement, ITR and Client Register (CR) data.

Jobs are then integrated with the employer by one of two methods. The method is dependent on which part of the business population on the ABS Business Register the employer is grouped into.

- Non-profiled population (businesses with a simple structure): a deterministic approach using the Australian Business Number (ABN).
- Profiled population (businesses with a complex structure): a more detailed approach to linking is used, detailed below.

Where an employer is part of the profiled population, the relevant jobs are assigned to [type of activity units \(/statistics/classifications/australian-and-new-zealand-standard-industrial-classification-anzsic/2006-revision-2-0/unit-classification\)](#) (TAUs) based on a logistic regression model developed using Census data. The model references independent variables common to both Census and personal income tax data, including sex, age, occupation, and region of usual residence. These are used to predict the industry of employment, which conceptually aligns to a type of activity unit.

Where an employee has multiple job relationships with the same reporting ABN in an [enterprise group](#), each job relationship is assigned to the same type of activity unit.

Based on the model, each job record is assigned a probability of being in each of the type of activity units present in the employing enterprise group. Iterative random assignment is undertaken using these probabilities until employment benchmarks are met. Benchmarks are based on Quarterly Business Indicators Survey (QBIS) data where a unit is in scope. BLADE employment levels are substituted where QBIS data is not available, otherwise no benchmarking is done.

The above process is applied to link the different input datasets for each financial year. Records have not been integrated across years and therefore, the LEED is a cross-sectional database and is not longitudinal.

ABS data integration practices comply with the High-Level Principles for Data Integration Involving Commonwealth Data for Statistical and Research Purposes. For further information see - [Keeping integrated data safe \(/about/data-services/data-integration/keeping-integrated-data-safe\)](#).

Component datasets

The LEED consists of three cross-sectional files: a person file, a job file and an employer file. The LEED is not longitudinal and each file is for a single financial year.

Person file

Each person file contains data for all people who either submitted an ITR or who were identifiable on an Income Statement in the reference year. Each record includes de-identified demographic and geographic data, and aggregate income information.

Employed people may be either employees (including Owner-Managers of Incorporated Enterprises or OMIEs), Owner Managers of Unincorporated Enterprises (OMUEs), or both. Employees are identified by the presence of aggregate employee income and at least one linked employee job.

Employees who have not submitted an ITR but who have provided their Tax File Number to their employer are imputed from Income Statement data.

OMUEs are identified by the presence of any of the own unincorporated business income types and a linked OMUE

job.

Tax lodgers who are not employees or owner-managers are included on the person file to support statistical analysis that requires a more complete view of the tax lodger population.

Jobs file



The jobs file is a complete list of the job relationships held at any time during the reference year. It is constructed primarily from Income Statement data. Income Statements describe the payments made to an individual by an employer within a financial year. Conceptually, Income Statement data should include most employee/employer job relationships. OMUE jobs are derived from ITR data and added to the jobs file, some of these link to businesses in BLADE.

The LEED jobs file does not capture voluntary jobs and unpaid contributing family worker jobs.

Synthetic records

In some cases, a synthetic employee job record has been created based on information in the person file. This has occurred when a person has recorded wage or salary information that cannot be identified in Income Statement data. Sometimes, an employee job may not be able to be linked to an employing organisation due to reporting errors or missing information.

Multiple job-holding

A person can hold several jobs during the year, either concurrently (as a multiple job-holder) or consecutively. For a person who is an employee of several employers, each relationship is listed as a separate job. Due to data limitations, only one self-employment job can be recorded for any OMUE even if a person owns and manages more than one enterprise. In the LEED an OMUE can hold other jobs as an employee.

Data on multiple job-holders can also be found in the [Labour Account Australia \(/statistics/labour/labour-accounts/labour-account-australia/latest-release\)](#), however there are a number of differences between the two sources. For a full description of these differences, see [Multiple Job-Holders \(/articles/multiple-job-holders\)](#).

Job treatments

Income Statement start and end dates are used to:

- determine the start and end of a job relationship,
- identify concurrent job-holding, and
- determine the duration of the job.

These dates are known to have high measurement error rates, which are likely to inflate job and concurrent job counts. Some of this error may be due to misinterpretation and recording errors, but it is also expected that payroll system and report design have an influence.

Some treatments have been applied to address over counts of jobs or concurrent job-holding, including:

- In cases where a person has received several Income Statements from the same employer, and the time between the end of the first Income Statement and the start of the next Income Statement is 31 days or less, this is counted as a single job.
- In cases where a person has received several Income Statements from different employers, they are only considered to be concurrent if they overlap by more than 31 days.
- In cases where a person has more than 10 jobs, those within the same industry sub-division (2-digit ANZSIC industry) are counted as a single job in the 2011-12 to 2016-17 data. From the 2017-18 reference year, a lower level of industry classification - those within the same industry class (4-digit ANZSIC industry), was used to

collapse jobs. This change has improved data quality, but has brought in a negligible increase to the number of total jobs reported compared with reported numbers in the old approach.

These treatments are aimed at minimising the impact of administrative errors while also reflecting a reasonably accurate view of differing job structures.

Employer file

In the LEED, an employer is identified when a job has been linked to any legal entity in the non-profiled population or any type of activity unit in the profiled population.

The business file contains business units present in BLADE that could be linked to a job, as well as unincorporated entities. Some unincorporated entities are identified in personal income tax data and are not otherwise included in BLADE or cannot be identified in BLADE. Industry and several other employer variables are not available for these unincorporated entities, except from 2017-18, where industry information in their ITR has been used if available.

Integrating data for migrants

From 2022, migrant data were added to the LEED. Personal identifiers were used to first integrate the migrant data with the ATO's Client Register data and it is then integrated into LEED. This enables more detailed analysis of labour market and fiscal contributions of migrants to the economy, allowing policy makers and researchers to better understand the migrant experience and their economic contribution to Australia.

Privacy and confidentiality

Legislative requirements to ensure privacy and secrecy of these data have been followed. In accordance with the Census and Statistics Act 1905, results have been confidentialised to ensure they are not likely to enable identification of a particular person or organisation. All personal information is handled in accordance with the [Australian Privacy Principles \(https://www.oaic.gov.au/privacy/australian-privacy-principles/\)](https://www.oaic.gov.au/privacy/australian-privacy-principles/) contained in the Privacy Act 1988.

All personal income tax statistics were analysed in de-identified form with no home address or date of birth included in LEED input files. Addresses were coded to the Australian Statistical Geography Standard and date of birth was converted to an age at 30 June of the reference year prior to data provision.

To minimise the risk of identifying individuals in aggregate statistics, perturbation has been applied. Perturbation involves small random adjustment of the statistics and is considered the most satisfactory technique for avoiding the release of identifiable statistics, while maximising the range of information that can be released. These adjustments have a negligible impact on the underlying pattern of the statistics. Some cells have also been suppressed due to low counts.

How data are released

The LEED has two releases, Jobs in Australia and [Personal Income in Australia \(/statistics/labour/earnings-and-work-hours/personal-income-australia/latest-release/\)](/statistics/labour/earnings-and-work-hours/personal-income-australia/latest-release/). Both have detailed tables in data downloadable format. LEED data are also available in the TableBuilder format in [Jobs and Income of Employed Persons \(https://www.abs.gov.au/AUSSTATS/abs@.nsf/Lookup/6160.0.00.001Main+Features1J1A\)](https://www.abs.gov.au/AUSSTATS/abs@.nsf/Lookup/6160.0.00.001Main+Features1J1A). The TableBuilder product contains a broad range of data items covered in both Jobs in Australia and Personal Income in Australia. It is a rich source of information for data users interested in making customised analysis tables.

The Jobs in Australia release provides aggregate data for Australia, states and territories, and nearly 2,500 regions, as classified in the [Australian Statistical Geography Standard \(ASGS\) Edition 3 \(/statistics/standards/australian-](/statistics/standards/australian-)

[statistical-geography-standard-asgs-edition-3/latest-release](#)), including at the Statistical Area Level 4 (SA4), Statistical Area Level 3 (SA3), Statistical Area Level 2 (SA2), Local Government Area (LGA) and Greater Capital City Statistical Area (GCCSA) levels. It covers a wide variety of estimates including number of jobs, number of employed persons, median employment income per job, number of OMUEs etc. The estimates are also presented by person, job, or employer characteristics such as age, sex, occupation, industry, employment size, etc.

Summary tables in the current release present data for the five financial years between 2018-19 and 2022-23. Summary statistics for the full time series from 2011-12 are presented in Table 15 in the Data downloads tab.

Data from LEED are also available in TableBuilder format [Jobs and Income of Employed Persons \(https://www.abs.gov.au/AUSSTATS/abs@.nsf/Lookup/6160.0.00.001Main+Features1JIA\)](https://www.abs.gov.au/AUSSTATS/abs@.nsf/Lookup/6160.0.00.001Main+Features1JIA). The TableBuilder product contains a broad range of data items covered in both Jobs in Australia and Personal Income in Australia. It is a rich source of information for data users interested in making customised analysis tables.

Differences between Jobs in Australia and Personal Income in Australia

Jobs in Australia (JIA) and Personal Income in Australia (PIA) present similar data on earners and income from the Linked Employee-Employer Dataset (LEED). However, there are a few small but important differences between JIA and PIA that should be taken into consideration when comparing them.

The number of earners will be different. In PIA, anyone who earns income, whether from employment, superannuation, investment etc. is counted as an earner. This also includes individuals who only receive an employment termination payment without any regular income. In JIA, earners are restricted to those who receive payment from employment, which is either working as an employee (including as an owner manager of incorporated enterprise) or an owner-manager of unincorporated enterprise. JIA does not include people who only receive an employment termination payment.

The median incomes reported in JIA are reported on a 'per job' and 'employed person' basis. However, people may work more than one job, either at the same time or throughout the financial year. For PIA, the income is reported on a 'per person' basis which includes all income types, not only employment income, received in that financial year.

Data limitations

Jobs in Australia is subject to the following sources of error:

- Conceptual misalignment. The Australian tax system is purpose-built and complex, and in some cases it is difficult to determine how a particular income tax item should be used to describe income standards, and in some cases the item can be a partial conceptual match. While all care is taken, some income items are subject to this type of validity error. Coherence with other sources indicates that this has a low impact on aggregate series.
- Measurement error. This is likely to be present in both person and employer information used. Most measurement error is unable to be determined or corrected; however, coherence with other similar statistics demonstrates that the error amount is small, and this has a low impact on aggregate series.
- Incomplete information. Sometimes, Individual Tax Returns (ITR) are not lodged, or not all items (e.g. occupation) are completed. The ABS advises caution when interpreting data subject to high rates of missing information.

Quality note for selected variables

Adjusted employee income per job



Adjusted employee income per job is a supplementary view of income per job that accounts for the length of time an employee job was held. Because many jobs are held for less than the entire financial year, per job employee income is low relative to employee income. Adjusted employee income per job is designed to partially correct this by emulating an 'annual salary' for each job.

For example, an employee who earns \$50,000 per year but changes jobs half way through the year may have an employee income of \$50,000 but a per job employee income of \$25,000 (for both jobs, assuming they are identical). Their Adjusted employee income per job will be \$50,000, which is the assumed amount each job would have paid, should the employee have held it for the entire year.

Adjusted employee income per job is calculated by dividing regular payments received on a per job basis by the number of days the job was held. Regular payments include the following items on an individual non-business Income Statement:

- 'gross payments',
- 'total allowances',
- 'reportable fringe benefits amount', and
- 'reportable employer superannuation contributions'.

This figure is then multiplied by the number of days in the reference year. Irregular payments ('lump sum A and B') are then added to this figure.

Adjusted employee income per job is available for employee jobs only. It is not calculated for jobs held for only 1 day or for any jobs for which duration of job cannot be calculated.

Employment income

In this release, employment income is defined as a component of personal income to conceptually follow Standards for Income Variables. These standards are based on the international standards agreed by the International Conference of Labour Statisticians and are included in the [Canberra Group Handbook on Household Income Statistics, Second Edition \(2011\)](https://unece.org/statistics/publications/canberra-group-handbook-household-income-statistics-2nd-edition) (<https://unece.org/statistics/publications/canberra-group-handbook-household-income-statistics-2nd-edition>).

Employment income estimates in this release have some limitations as a result of using administrative data. A more complete and conceptually accurate view of personal income from all sources is published in [Household Income and Wealth, Australia](https://statistics/economy/finance/household-income-and-wealth-australia/latest-release) ([/statistics/economy/finance/household-income-and-wealth-australia/latest-release](https://statistics/economy/finance/household-income-and-wealth-australia/latest-release)).

Geography

All geographic variables are based on a person's home address as reported on their ITR form. Addresses are coded to the Australian Statistical Geography Standard (ASGS).

In this release, the names and boundaries of all states and territories, GCCSAs, SA4s, SA3s, and SA2s are based on or concorded to the 2021 edition of [ASGS: Main Structure and Greater Capital City Statistical Areas](https://www.abs.gov.au/statistics/standards/australian-statistical-geography-standard-asgs-edition-3/jul2021-jun2026) (<https://www.abs.gov.au/statistics/standards/australian-statistical-geography-standard-asgs-edition-3/jul2021-jun2026>); those of all LGAs are based on the 2023 edition of [ASGS: Local Government Areas](https://www.abs.gov.au/statistics/standards/australian-statistical-geography-standard-asgs-edition-3/jul2021-jun2026/non-abs-structures/local-government-areas) (<https://www.abs.gov.au/statistics/standards/australian-statistical-geography-standard-asgs-edition-3/jul2021-jun2026/non-abs-structures/local-government-areas>).

If a geography variable is missing on the ITR, if possible, it is imputed from the individual's most recent Income Statement.

Details of jobs from regions unknown (not stated or indeterminate) or reported by lodgers living overseas are included in the totals shown. Jobs in Other territories are not published separately but included in the national totals. Therefore, the totals in each table may not necessarily be the sum of their components.

Industry



For employers in the non-profiled population, industry information in LEED is based on information provided by the registrant to the Australian Business Register. This is usually completed at the time of registration and may not be updated.

For employers in the profiled population, industry is based on information collected by the ABS. Industry is determined through the profiling process for each major activity in which a business operates and is recorded at the type of activity level. Profiling information is back and forward-cast in BLADE, and this impacts on the industry information in this release, however, industry data for previous financial years in LEED has not been revised.

Main job



In this release, the main job held by a person is the job in which they received the highest employment income. This differs from ABS household surveys, which define a person's main job as the job in which the most hours are usually worked.

Multiple job-holders and concurrent jobs



Multiple job-holders are persons who have two or more concurrent jobs at any point during the financial year. Due to data limitations, concurrency cannot be determined for self-employment jobs and they have been excluded from concurrent job counts.

The tendency for employees who leave a job during the year to be retained in pay systems until the end of the financial year results in some jobs being incorrectly identified as concurrent.

Occupation



Occupation in main job is recorded for each employee in reference to their main job only. This is reported by an employee or their tax agent in relation to the occupation of the job with the highest wage or salary. The ATO reported occupations according to the [Australian and New Zealand Standard Classification of Occupations, 2013 \(ANZSCO\)](https://www.abs.gov.au/AUSSTATS/abs@.nsf/productsbyCatalogue/FCC055588D3EBA19CA2584A8000E7889?OpenDocument) (<https://www.abs.gov.au/AUSSTATS/abs@.nsf/productsbyCatalogue/FCC055588D3EBA19CA2584A8000E7889?OpenDocument>) with some minor exceptions. Supplementary coding used by the ATO is subsequently concurred to ANZSCO by the ABS. Occupation in main job cannot be determined for a person who is only employed as an OMUE. In cases where the person's main job is as an OMUE but where they have one or more secondary employee jobs, occupation will refer to the main employee job.

Status in employment



Any person with one or more jobs at any point during the year is considered to be an employed person.

An employee is an employed person who holds a job with a public or private employer and receives remuneration in wages, salary, on a commission basis (with or without a retainer), tips, piece rates, or payment in kind. Employees in this release are identified through the receipt of any of these types of payments as recorded on an ITR or on an Income Statement.

OMIEs have not been identified separately to employees and so are included in employee counts.

Attributed personal services income is also counted as employee income, however data limitations mean that employer relationships for employees with this type of income are not able to be established.

OMUEs are identified through ITRs, where a person has recorded business or personal services income (other than attributed personal services income). Where the person has recorded the ABN of their unincorporated enterprise, this may be able to be linked to a BLADE record. In cases where no BLADE record is identified, an employer record is created from the information on the ITR. These records contain limited information.

Two data quality enhancement processes were introduced in processing the ITR data from the 2017-18 reference period. The first one identifies ABNs of unincorporated enterprises from the Business Income Tax (BIT) data by matching business name information from ITR and BIT. This leads to improved linkage between ITR and BLADE and hence better business and industry information for OMUEs. The second process directly sources industry information for OMUE income earners from their ITR records, which greatly improved the quality of industry information for this group. Due to substantial quality improvement of industry information for OMUEs in later years, any comparison of OMUEs across time by industry should be conducted with caution.

History of changes

A timeline of methodological changes are listed below for easy reference.

By release date



[2022-23 financial year \(/statistics/labour/jobs/jobs-australia/2022-23\)](/statistics/labour/jobs/jobs-australia/2022-23)

Historically LEED was produced using longitudinal BLADE files. For the first time cross-sectional BLADE files were used to produce the LEED for this release. Use of these files provide a more accurate representation of business structures in any given year.

[2020-21 financial year \(https://www.abs.gov.au/statistics/labour/jobs/jobs-australia/2020-21-financial-year\)](https://www.abs.gov.au/statistics/labour/jobs/jobs-australia/2020-21-financial-year)

Geography

The latest version of the [Australian Statistical Geography Standard \(ASGS\) Edition 3 \(https://www.abs.gov.au/statistics/standards/australian-statistical-geography-standard-asgs-edition-3/latest-release\)](https://www.abs.gov.au/statistics/standards/australian-statistical-geography-standard-asgs-edition-3/latest-release) was first implemented in this release, with data from 2016-17 onwards available on the new ASGS. Data on the previous version of ASGS is available in previous releases prior to 2020-21.

Improved scoping and selection method for migrants

This release includes migrant data from 2017-18 to 2020-21. Migrant data presented in this release are not comparable with those published in the previous release of Jobs in Australia due to improved scoping and visa selection methods. A new visa selection method has been applied in this release which selects the substantive permanent visa held prior to a resident return visa (subclasses 111, 151, 154-159, 834, R and K38). In instances where no previous substantive permanent visa (skilled, family or humanitarian) can be found, resident return visa holders are grouped into the other permanent migrants category.

[2019-20 financial year \(https://www.abs.gov.au/statistics/labour/jobs/jobs-australia/2015-16-2019-20\)](https://www.abs.gov.au/statistics/labour/jobs/jobs-australia/2015-16-2019-20)

Migrants' jobs and income

The inclusion of data on migrants living and working in Australia have been linked with the LEED for the 2019-20 financial year. Additional content and an additional data download have been added to this release.

[2017-18 financial year \(https://www.abs.gov.au/statistics/labour/jobs/jobs-australia/2011-12-2017-18\)](https://www.abs.gov.au/statistics/labour/jobs/jobs-australia/2011-12-2017-18)

Regional information

This update included additional information for regions, including state-territory spotlights, downloadable tables for

estimates at Statistical Area Levels 2,3,4 (SA2s, SA3s , and SA4s) and at Local Government Area (LGA) level.

Glossary

[Show all](#)



Adjusted employee income per job

A supplementary view of income per job that accounts for the length of time an employee job was held. Duration adjusted income divides regular payments by the number of days the job was held, and then multiplies this figure by the number of days in the reference year.

Age

Age of employed person as at 30 June of the reference year.

Australian Bureau of Statistics Business Register

A register of all Australian businesses and organisations maintained by the ABS for the purpose of producing statistical frames and business demography outputs. It contains identifying and classificatory data for each business and organisation.

Information to populate the ABS Business Register is largely sourced from the Australian Business Register.

The ABS Business Register consists of two subpopulations, the profiled population and the non-profiled population. The ABS Business Register uses an economic units model to describe the characteristics of businesses and the structural relationships between related businesses.

Australian Business Number

A unique identifier. To be entitled to an Australian Business Number (ABN), an organisation must be one or more of the following:

- a company registered under the Corporations Act 2001
- an entity carrying on an enterprise in Australia
- a government entity
- a non-profit sub-entity for Goods and Services Tax purposes
- a superannuation fund.

A non-resident entity may be entitled to an ABN if they are carrying on an enterprise in Australia and/or, in the course of carrying on an enterprise, the entity makes sales that are connected with Australia.

Australian Business Register

The data store containing details about businesses and organisations that have registered for an Australian Business Number. More information can be found on the [ABR website \(https://abr.gov.au/\)](https://abr.gov.au/).

Australian citizen

Australian citizenship represents full and formal membership in the Australian community. It's a legal status that grants rights, responsibilities and privileges under Australian law.

Citizenship can be acquired through various pathways including birth, adoption, descent, resumption or by grant through naturalisation. Migrants no longer require a visa once citizenship has been attained.

Note that the data contains an 'Australian citizen' group. This group is made up of former visa holders whose most

recent visa could not be ascertained, but it was identified that they are Australian citizens.

Bridging visa holders

A temporary visa granted to permit a person to stay in Australia lawfully while their immigration status is resolved. Bridging visas often act as a bridge between the lodgement of a visa application and the determination of that application.

Business Longitudinal Analysis Data Environment

Combines business tax data and information from ABS surveys with data about the use of government programs. Business Longitudinal Analysis Data Environment (BLADE) contains data on all active businesses from 2001-02, sourced from:

- Department of Industry, Innovation and Science programs
- The Australian Taxation Office
- Intellectual Property Government Open Data, produced by IP Australia
- ABS surveys, including the Business Characteristics Survey, Economic Activity Survey and the Survey of Research and Experimental Development.

Concurrent job

A job that has an overlap with another job held by the same person of more than 31 days.

Contributing family workers

Persons who work without pay in an economic enterprise operated by a relative. Contributing family worker jobs are not included in this release.

Country of citizenship

The country of which a person holds or held citizenship.

Duration adjusted employee income per job

See adjusted employee income per job.

Duration of job

The number of days a job was held during the financial year. This is calculated by subtracting the start date of a job from the end date.

Employed person

Any person with one or more paid job. Employed persons in this release can be employees, owner managers of unincorporated enterprises, or both. Employed persons are persons who have employment income in the reference year, excluding those whose employment income is made up entirely of an employment termination payment.

Employee

Persons who work for an employer and receive pay in the reference period in the form of wages or salaries, a commission while also receiving a retainer, tips, piece rates or payments in kind. In this release, persons who operated their own incorporated enterprises are also included as employees.

Employee income per job

Employee income received in relation to each job held in the financial year. In this release employee income is limited to income types that are conceptually consistent with the definition of employee income described in [Standards for Income Variables \(https://www.abs.gov.au/ausstats/abs@.nsf/mf/1287.0\)](https://www.abs.gov.au/ausstats/abs@.nsf/mf/1287.0), and are available in the

underlying dataset.

Employee job

A job for which the occupant receives remuneration in wages, salary, payment in kind, or piece rates. This excludes self-employment jobs held by owner managers of unincorporated enterprises.

Employer

An organisation with an Australian Business Number that provides employment income to one or more people.

Employment income

Employment income received in the financial year. Includes employee income and own unincorporated business income. In this release employment income is limited to income types that are conceptually consistent with the definition of employment income described in [Standards for Income Variables \(https://www.abs.gov.au/ausstats/abs@.nsf/mf/1287.0\)](https://www.abs.gov.au/ausstats/abs@.nsf/mf/1287.0), and are available in the underlying dataset.

Employment income per job

Employment income received in relation to each job in the financial year.

Employment income per person

Employment income received by employed persons in the financial year, from all jobs worked during that year.

Employment size

The closing stock headcount derived from business activity statements, as presented in the Business Longitudinal Analytical Data Environment.

Employing businesses and organisations are categorised as having:

- 4 or fewer employees
- 5-19 employees
- 20-199 employees
- 200+ employees

The employment sizes are not actual counts of linked employed persons in the underlying data, and cannot be compared to these counts. This is because the number of linked employed persons in the underlying data is a measure for the entire reference year, and not the closing stock.

End date

See start and end dates

Enterprise group

A statistical unit that includes all the Australian operations of one or more legal entities under common ownership and/or control. Multiple legal entities can operate within a single enterprise group, and each enterprise group is broken up into one or more types of activity units.

Family migrant

This group includes persons who have arrived in Australia on a Child, Partner, Parent or Other Family stream visa. These migrants are selected based on their family relationship (spouse, de facto partner, intent to marry, child, parent, other family) with their sponsor who is an Australian citizen, permanent resident, or eligible New Zealand Citizen.

First concurrent job

The job with the highest employment income that is held concurrently with another job (see second concurrent job). The first concurrent job may also be the main job.

Geography

All geographic variables are based on a person's home address as reported on their Income Tax Return form. Addresses are coded to the [Australian Statistical Geography Standard \(ASGS\) \(/statistics/standards/australian-statistical-geography-standard-asgs-edition-3/latest-release\)](#).

Greater Capital City Statistical Area

Greater Capital City Statistical Areas (GCCSAs) are designed to represent the functional extent of each of the eight State and Territory capital cities. They include the people who regularly socialise, shop or work within the city, but live in the small towns and rural areas surrounding the city. GCCSAs are not bound by a minimum population size criterion. GCCSAs are built from SA4s.

Humanitarian migrant

A person who has been granted a permanent Humanitarian visa. They have either arrived in Australia under the Offshore Humanitarian Program or were granted permanent protection post-arrival in Australia. For more information about the Humanitarian Program, refer to [Resettle in Australia \(homeaffairs.gov.au\) \(https://immi.homeaffairs.gov.au/what-we-do/refugee-and-humanitarian-program/about-the-program/resettle-in-australia\)](#).

Individual tax return

The annual tax return submitted by individuals to the Australian Taxation Office.

Industry

A homogenous grouping of economic activities undertaken to produce goods and services. The [Australian and New Zealand Standard Industrial Classification, 2006 \(https://www.abs.gov.au/AUSSTATS/abs@.nsf/Lookup/1292.0Main+Features12006%20\(Revision%202.0\)?OpenDocument\)](#) is used to classify an entity to an industry based on its dominant activity.

Industry division

The broadest grouping of industries within the Australian and New Zealand Standard Industrial Classification. The main purpose of the industry division level is to provide a limited number of categories, which give a broad overall picture of the economy. There are 19 mutually exclusive divisions.

Industry subdivision

The second broadest grouping of industries within the Australian and New Zealand Standard Industrial Classification. Industry subdivisions are built up from industry groups which, in turn, are built up from industry classes.

Institutional sector

Institutional sector of each employing business aligns with the Standard Institutional Sector Classification of Australia outlined in [Standard Economic Sector Classifications of Australia \(/statistics/classifications/standard-economic-sector-classifications-australia-sesca/latest-release#\)](#). [\(/statistics/classifications/standard-economic-sector-classifications-australia-sesca/latest-release#\)](#).

Job

A relationship between an employed person and their employing enterprise. This can be a relationship between an employee and an employer (an employee job) or between an owner manager of an unincorporated enterprise and

their own enterprise (a self-employment job).

Labour force

The Labour Force, also referred to as the current economically active population, is the aggregate of employed and unemployed persons. This gives a measure of the number of people contributing to, or actively looking and immediately available for, the supply of labour at a point in time.

Legal entity

A unit in the ABS economic units model, and usually relates to an ABN.

In this release, the legal entity is used to represent employers in the non-profiled population.

Linked Employer Employee Dataset

A Linked Employer Employee Dataset (LEED) is any dataset that integrates information about employers and their employees. The LEED used to compile this release includes cross-sectional employer, person and job files that integrate personal income tax data with employer information from the Business Longitudinal Analytical Data Environment.

Main job

The main source of employment income for an employed person. An employed person can only have one main job.

Maximum concurrent jobs

The highest number of jobs held by a person at any one point in time. It may be different to the total jobs held during the reference year.

Median employment income per job

A mid-point measure of the employment income received as a result of a single job.

Median employment income per person

A mid-point measure of the sum of employment income received as a result of all jobs held by a person.

Multiple job-holder

An employee with two or more concurrent employee jobs at any point during the financial year (see first concurrent job and second concurrent job). Owner manager of unincorporated enterprise jobs are excluded due to the inability to determine the start and end dates of these jobs.

Non-profiled population

The non-profiled population is one of the two employer populations referenced in this release. Businesses and organisations in the non-profiled population have simple structures and the Australian Business Number (ABN) unit is suitable for statistical purposes.

Occupation in main job

A collection of jobs that are sufficiently similar in their title and tasks, skill level and skill specialisation, which are grouped together for the purposes of classification. Occupation refers to Major Group as defined by the [Australian and New Zealand Standard Classification of Occupations, 2013 \(https://www.abs.gov.au/ANZSCO\)](https://www.abs.gov.au/ANZSCO) of the job which the employed person identifies as their main wage or salary job.

Other permanent visa stream

Includes all other permanent visa categories (not included in the Skilled, Family or Humanitarian streams).

Other temporary visa

Includes all other temporary visa subclasses not included in the Temporary Skilled, Student, Temporary Graduate, Special Category (New Zealand citizen) (subclass 444), Working Holiday Maker or Bridging visa categories.

Owner-manager of incorporated enterprises (OMIE)

People who work in their own incorporated enterprise, which is a business entity registered as a separate legal entity to its members or owners (may also be known as a limited liability company). OMIEs are included in counts of employees.

Incorporated enterprises are further defined in the [Standard Economic Sector Classifications of Australia \(/statistics/classifications/standard-economic-sector-classifications-australia-sesca/latest-release#\)](https://statistics.classifications/standard-economic-sector-classifications-australia-sesca/latest-release#).

Owner-manager of unincorporated enterprises (OMUE)

A person who operates their own unincorporated enterprise, which does not possess a separate legal identity to that of its owner(s), or engages independently in a profession or trade.

OMUEs can also be referred to as self-employed. The employed population is made up of OMUEs and employees (including owner managers of incorporated enterprises).

Unincorporated enterprises are further defined in the [Standard Economic Sector Classifications of Australia \(/statistics/classifications/standard-economic-sector-classifications-australia-sesca/latest-release#\)](https://statistics.classifications/standard-economic-sector-classifications-australia-sesca/latest-release#).

Own unincorporated business income per job

Income from self-employment received in the financial year. In this release own unincorporated business income is limited to income types that are conceptually consistent with the definition of own unincorporated business income described in [Standards for Income Variables \(https://www.abs.gov.au/ausstats/abs@.nsf/mf/1287.0\)](https://www.abs.gov.au/ausstats/abs@.nsf/mf/1287.0), and are available in the underlying dataset.

Income Statement

The annual summary provided by an employer to the Australian Taxation Office with respect to an employee. This was previously known as the Pay As You Go payment summary. It records job level information reported by employers about the payments made to an employee, tax withheld, and the start and end dates for each job.

Permanent migrant

In this release, a permanent migrant is a person who:

- holds a permanent skilled, family, humanitarian or other permanent visa
- had an arrival date in Australia between 1 January 2000 and 30 June 2023
- had an unknown arrival date and a permanent visa granted between 1 January 2000 and 30 June 2023.

Arrival date is based on information from the Settlement Database and refers to the date of arrival to Australia by a permanent migrant. For:

- permanent visas granted to people outside Australia (offshore) – the arrival date refers to the first date of arrival after the grant of the permanent visa
- permanent visas granted to people in Australia (onshore) – the arrival date refers to the latest date of arrival prior to the grant of that visa.

Permanent visa

The permission or authority granted by Australia for foreign nationals to live in Australia permanently.

Primary applicant

Generally, the person whose skills or proposed activities in Australia are assessed by Home Affairs as part of their visa application. They will usually have been specifically identified on the application form as the 'primary applicant'.

Profiled population

The profiled population is one of the two employer populations. Businesses and organisations in the profiled population have large, complex structures that are not suitable for statistical purposes at the Australian Business Number level. These organisations include one or more legal entities that form an enterprise group. The enterprise group is divided up into types of activity unit which form the unit of analysis in the profiled population.

Second concurrent job

The job with the highest employment income that is held concurrently with the first concurrent job. Other concurrent jobs not held simultaneously with the first concurrent job may have higher employment income.

Secondary applicant

A person whose visa was granted on the basis of being a family member (e.g., spouse, dependent child) of a person who qualified for a visa. They will have been identified on the visa application as an 'other' or secondary applicant with the person who met the visa criteria being specifically identified on the visa application as the 'primary applicant'. Secondary applicants are included in the same visa stream as the primary applicant. For example, family members granted permanent visas where the primary applicant has been granted a Skilled stream visa, will all enter Australia under a Skilled stream visa.

Secondary job

Any job held by an employed person, other than their main job. A person can have multiple secondary jobs.

Self-employment job

A job that is held by an owner manager of an unincorporated enterprise as a result of the relationship between the owner manager and their own enterprise. Due to data limitations a person can only hold one self-employment job.

Sex

The self reported sex of a person as recorded by the Australian Tax Office. Binary coding to female and not female is undertaken for privacy and confidentiality purposes.

Skilled migrant

A person who has arrived in Australia on a Skilled stream visa. The Skilled stream consists of categories for prospective migrants where there is demand in Australia for their specific skills. They could be nominated by an employer or State/Territory Government, apply under points based Skilled Migration, have outstanding talents, or demonstrated business skills. For more information about this program, refer to [Skilled migration program \(homeaffairs.gov.au\) \(https://immi.homeaffairs.gov.au/what-we-do/skilled-migration-program\)](https://immi.homeaffairs.gov.au/what-we-do/skilled-migration-program).

Special Category (subclass 444) visa holders

Special Category permits New Zealand citizens to visit, study, stay and work in Australia. Special Category visas are granted on arrival in Australia and cease when the visa holder departs Australia.

Start and end dates

Start and end dates associated with each job as reported on individual payments summaries. These are in reference to the financial year only and do not necessarily reflect when a job was actually started or ended. For example, a job with a start date of 01 July 2015 may have been held before this date and a job with an end date of 30 June 2016 may

be held after this date.

Statistical Area Level 2

The smallest geographical region used in the Jobs in Australia release. Statistical Area level 2 (SA2s) regions aim to represent a community that interacts together socially and economically. They are generally designed to be within the population range 3,000 to 25,000 persons, and on average have a population of approximately 10,000 persons.

Statistical Area Level 3

Geographical areas built from whole SA2s, which are designed for statistical output purposes and to provide a regional breakdown of Australia. Statistical Area level 3 (SA3s) regions create a standard framework for the analysis of ABS data at the regional level that have similar regional characteristics, administrative boundaries or labour markets. SA3s generally have populations between 30,000 and 130,000 persons.

Statistical Area Level 4

Geographical areas built from whole SA3s, Statistical Area level 4 (SA4) regions are specifically designed to reflect labour markets within each state and territory within population limits. In regional areas, SA4s tend to have lower populations (100,000 to 300,000), while in metropolitan areas, SA4s tend to have larger populations (300,000 to 500,000).

Temporary Graduate visa

A Temporary Graduate visa allows international students who have recently graduated from an Australian educational institution to live, study, and work in Australia temporarily. The Temporary Graduate visa group includes visa subclasses 476 and 485.

Temporary skilled visa

The permission or authority granted by Australia for foreign nationals to live and work in Australia temporarily on a Temporary Skill Shortage visa (subclass 482) or Temporary Work (Skilled) visa (subclass 457).

Note that the Temporary Work (Skilled) visa (subclass 457) was abolished in March 2018 and replaced with the new Temporary Skill Shortage (subclass 482) visa.

Temporary student visa holders

The permission or authority granted by Australia for foreign nationals to live in Australia temporarily to undertake study. This comprises a number of visa subclasses, including Student (subclass 500), Independent ELICOS sector (subclass 570), School Sector visa (subclass 571), Vocational Education and Training Sector visa (Subclass 572), Higher Education Sector visa (subclass 573) and Postgraduate Research Sector visa (subclass 574).

Note that student visas do not include the Training and Research visa (subclass 402), Training visa (subclass 407), Student Guardian visa (subclass 580, 590) or Temporary Graduate (subclass 485) visa.

Temporary visa

The permission or authority granted by Australia for foreign nationals to live in Australia temporarily. It allows the holder to either stay for a specified period, stay until a specified event happens, or stay while the holder has a specified status.

Total jobs held during the year

The total number of jobs held by a person during the financial year. This includes jobs that were held concurrently and those that were not.

Type of activity unit

The statistical unit for more significant and diverse businesses in the profiled population. A type of activity unit (TAU) is a constructed unit that can practically group and report on homogenous production activities at the industry sub-division level.

The TAU is used to represent employers in the profiled population.

Type of legal organisation

All legal entities on the ABS Business Register are classified according to their type of legal organisation, of which there are three types:

- Incorporated private sector entities
- Unincorporated private sector entities
- Public sector entities.

The type of legal organisation indicates whether a business is part of the private or public sector and the type of ownership structure.

Visa group (temporary)

The temporary visa subclasses held by individuals are categorised into the following visa groups:

- Skilled
- Student
- Temporary Graduate
- Special Category (NZ Citizen)
- Working Holiday Makers
- Other.

Visa stream (permanent)

The permanent visa subclasses held by individuals are categorised into the following visa streams:

- Skilled stream
- Family stream
- Humanitarian stream
- Other permanent visa stream.

Working Holiday Maker visa

Permits foreign nationals (aged 18 to 30 years inclusive) to undertake short term work while holidaying in Australia. Includes visa subclasses 417 and 462.

Abbreviations

ABR	Australian Business Register
ABSBR	Australian Bureau of Statistics Business Register
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASGS	Australian Statistical Geography Standard
ATO	Australian Taxation Office
BLADE	Business Longitudinal Analysis Data Environment
GCCSA	Greater Capital City Statistical Area
ITR	Individual Tax Return
LEED	Linked Employer-Employee Dataset
LFS	Labour Force Survey
OMUE	Owner manager of unincorporated enterprise
PAYG	Pay as you go
PIT	Personal Income Tax
SA2	Statistical Area Level 2
SA3	Statistical Area Level 3
SA4	Statistical Area Level 4
SIH	Survey of Income and Housing
SESCA	Standard Economic Sector Classifications of Australia
STP	Single Touch Payroll
TAU	Type of Activity Unit
TOLO	Type of Legal Organisation
TFN	Tax File Number
WPJ	Weekly Payroll Jobs